

Wes Gay

Shareholder

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Wes practices all aspects of labor and employment law. His work includes advising employers on such issues as wage and hour, employee handbooks, policy violations, and anti-discrimination and anti-harassment. He counsels private and public sector employers regarding compliance with state and federal employment laws. He also counsels employers regarding employee hiring, discipline and separation, as well as best practices in the workplace.

Wes has litigation experience in a wide array of employment disputes including workplace discrimination and harassment, wage and hour, breach of contract, and whistleblower retaliation. He has defended employers in state and federal courts, grievances and arbitrations, and administrative agencies, such as the Equal Employment Opportunity Commission (EEOC), and the Florida Commission on Human Relations (FCHR). Wes also has traditional labor experience and has defended employers against unfair labor practice charges before both the Florida Public Employees Relations Commission and the National Labor Relations Board.

Wes conducts outside, independent investigations into workplace complaints filed by employees. He also performs on-site management and employee trainings and speaks to business and professional organizations, industry groups, and individual employers.

While in law school, Wes served as a judicial intern for the Honorable L. Clayton Roberts in the First District Court of Appeal of Florida and was the Managing Editor of the *Florida State University Law Review*.

Professional Recognition and Associations

Florida Bar Association, 2014 – Present

Court Admissions

U.S. District Courts for the Northern (2014), Middle (2015), and Southern (2014) Districts of Florida
U.S. Court of Appeals for the Eleventh Circuit, 2015

All Florida Courts, 2013

Education

University of Georgia – B.A. 2010, *Cum Laude*
Florida State University College of Law – J.D. 2013, *Cum Laude*

Florida State University Law Review – Managing Editor
Mason Ladd Merit Scholarship Recipient
First District Court of Appeal, Judicial Extern for the Honorable L. Clayton Roberts (2012)

Publications

J. Wes Gay, *Hands Off Twitter: Are NCAA Student-Athlete Social Media Bans Unconstitutional?*, 39 Fla. St. U. L. Rev. 781 (2012).

"Case Notes," *The Check Off*, The Florida Bar Labor and Employment Section, E-Updates, Vol. LVI, No. 2, November 2016.

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